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INVESTIGATIVE SUMMARY

INTERNAL AFFAIRS BUREAU
INVESTIGATIVE SUMMARY
IAB CASE #IV2240733

UNIT: Field Operations Region II / Compton Station
DATE: March 25, 2009, Wednesday, 2130 hours
LOCATION: Downey Avenue @ Andy Street, Long Beach, California, 90805
SUBJECT: Katrina Harris, Deputy, #[redacted]

ALLEGATIONS:
This case pertained to allegations that Deputy Katrina Harris #[redacted] while off-duty, obstructed, delayed, distorted and/or interfered with a traffic collision being investigated by the Long Beach Police Department. Also, there are allegations that her conduct was disorderly, and that she had personal association with a known felon ([redacted]

SYNOPSIS:
On March 25, 2009, at approximately 2130 hours, a traffic collision occurred in Long Beach Police Department's jurisdiction. A Long Beach Police Department Port Security Officer, [redacted] was in the area and was the first unit to arrive. After determining that it was a non-injury two-vehicle collision, he asked who the drivers of the vehicles were and Subject Katrina Harris identified herself as the owner and the driver of a white Chevrolet Impala. An independent witness to the collision, a Platt security guard, told Officer [redacted] that Subject Harris was not driving, while pointing to a male ([redacted] as the driver. The Platt security guard also told Officer [redacted] that Subject Harris was a deputy sheriff. Officer [redacted] confirmed with Subject Harris that she was a deputy sheriff.

During his investigation and contact with Subject Harris, Officer [redacted] smelled alcohol on Subject Harris' breath. When he asked her if she had been drinking, she replied that she had been drinking. Officer [redacted] learned that Subject Harris' statements conflicted with several witnesses, who said Subject Harris was not the driver during the collision. He was told by Subject Harris that [redacted] was her fiancé, then later told he was a boyfriend. Officer [redacted] said that Subject Harris still maintained that she was driving, so when Officer [redacted] arrived, Officer [redacted] directed him to speak to Subject Harris to try to ascertain the truth. Refer to a copy of Officer [redacted] memorandum, presented as ***Exhibit C***.

Officer [redacted] attempted to get the truth from Subject Harris, but she continued to state that she was the driver. Officer [redacted] arrived and spoke to Subject Harris. After speaking to her for approximately 10 to 15 minutes, Subject Harris still maintained she was the driver. Over the radio, Officer [redacted] requested the telephone number for the Compton Sheriff's Station Watch Commander. The Field Sergeant, [redacted] heard the request, so he drove to the traffic collision call to see why the request was made.

Officer [redacted] then went and spoke to [redacted] who was being detained. Officer [redacted] was told by [redacted] that Subject Harris was his girlfriend and she was probably just trying to protect him. Officer [redacted] learned that [redacted] was on probation for robbery, and was an unlicensed driver. After re-contacting Subject Harris, she admitted to Officer [redacted] that she was not the driver, but said [redacted] was. When Officer [redacted] asked Subject Harris why she was willing to risk her job/career, she told him she was trying to "protect her peeps."

At this point, Officer [redacted] felt unsafe with Subject Harris possibly having access to a handgun, so he asked if she had her weapon. She told Officer [redacted] she did, so he secured Subject Harris' purse and weapon in his patrol car's trunk until the investigation concluded. Officer [redacted] re-contacted Officer [redacted] and advised him that Subject Harris said [redacted] was the driver, even after other independent witnesses stated [redacted] was the driver. Refer to Officer [redacted] and Officer [redacted] statements by Officer [redacted] in ***Exhibit A***, page 2, and the Vehicle Report by Officer [redacted] presented as ***Exhibit B***.

Sergeant [redacted] arrived and learned that Subject Harris, an off-duty deputy sheriff, was giving conflicting statements to his officers, who were investigating the traffic collision. During his conversation with her and after a few minutes, Sergeant [redacted] digitally audio recorded the remainder of their conversation where Subject Harris admitted that she was not the driver. Sergeant [redacted] stated he could smell alcohol on Subject Harris' breath. Refer to the audio recorded conversation, presented as ***Exhibit D***. Sergeant [redacted] provided a copy of the call history regarding the traffic collision investigation (***Exhibit E***).

Compton Sheriff's Station Field Sergeant, [redacted] arrived, and was given the details of the traffic collision investigation by Sergeant [redacted] Sergeant [redacted] telephoned the Compton Station Watch Commander, Lieutenant Robert Lawrence, and Sergeant [redacted] spoke to him. Sergeant [redacted] was seated in his patrol car when Subject Harris approached him and asked if she was going to get into trouble. During this contact with Subject Harris, Sergeant [redacted] could smell the odor of alcohol on Subject Harris' breath and person. Refer to Lieutenant Lawrence's memorandum, presented as ***Exhibit F***.

Sometime after this incident, Long Beach Police Officer [redacted] said that he spoke to Compton Station Deputy [redacted]. He said that Deputy [redacted] told him that Subject Harris met [redacted] while in custody and that she had been fired by the Department. Deputy [redacted] stated he had overheard in this information in passing and had no personal knowledge.

I was given Subject Harris' previous work assignments and dates by Compton Station's Operations Sergeant, [redacted] Through this information, I was able to check [redacted] previous custody dates and locations (***Exhibit J*** and ***Exhibit L)***, and compare them with Subject Harris' custody assignments (***Exhibits K, M, N, O,*** and ***P***).

During the course of this investigation, it was learned that [redacted] was in custody at the California Department of Corrections and Rehabilitation facility in the City of Lancaster due to a probation violation stemming from a driving under the influence arrest by members of the long Beach Police Department. He was interviewed there and, other than stating he had met Subject Harris, he denied having any type of relationship with her.

EMPLOYEE WITNESSES*:*

[redacted] Sergeant, [redacted]
Compton Sheriff's Station, Special Teams Sergeant

[redacted] Sergeant, #[redacted]
Compton Sheriff's Station, Operations Sergeant

[redacted], Deputy, #[redacted]
Compton Sheriff's Station, Patrol Deputy

The following narratives are intended only as a synopsis of the interviews. Additional information and precise wording may be obtained by reviewing the digitally audio recorded interviews and/or verbatim transcriptions.

EMPLOYEE WITNESS INTERVIEWS

[redacted]

*On July 28, 2009, at approximately 1115 hours, Sergeant [redacted] from Compton Sheriff's Station was interviewed at the Internal Affairs Office by IAB Sergeant Dinah Grote. The interview was digitally audio recorded and can be accessed via Internal Affairs Bureau's audio files. Below is a summary of his statements. For the complete verbatim, refer to Sergeant Plair's transcribed interview listed under the **Transcriptions** section of the case book.*

Sergeant [redacted] was detailed to the traffic collision site regarding the off-duty traffic collision incident involving Subject Harris. Upon his arrival, he met with Long Beach Police Sergeant [redacted] and was advised that Subject Harris was giving false information. He

stated when he called the Compton Station Watch Commander, Lieutenant Robert Lawrence, Sergeant [redacted] spoke to him. Afterward, he said Subject Harris approached him and asked if she was going to get into trouble. Sergeant [redacted] told her he did not know. Refer to Lieutenant Lawrence's office correspondence, presented as ***Exhibit F***.

Sergeant [redacted] stated Subject Harris was calm and that he recalled smelling the odor of an alcoholic beverage emitting from her breath and person.

[redacted]

*On August 8, 2009, at approximately 1215 hours, Compton Station Operations Sergeant [redacted] was telephonically interviewed by IAB Sergeant Dinah Grote, and digitally audio recorded, and can be accessed via Internal Affairs Bureau's audio files. Below is a summary of her statements. For the complete verbatim, refer to Sergeant [redacted]'s transcribed interview listed under the **Transcriptions** section of the case book.*

Sergeant [redacted] stated she was present with Lieutenant Joe Gooden and Subject Harris when Subject Harris became upset, so she and Subject Harris went into a conference room. She asked Subject Harris what was going on and Subject Harris began crying, telling Sergeant [redacted] that for the last couple of months, she (Subject Harris) was doing things out of the ordinary for her, things she would not normally do.

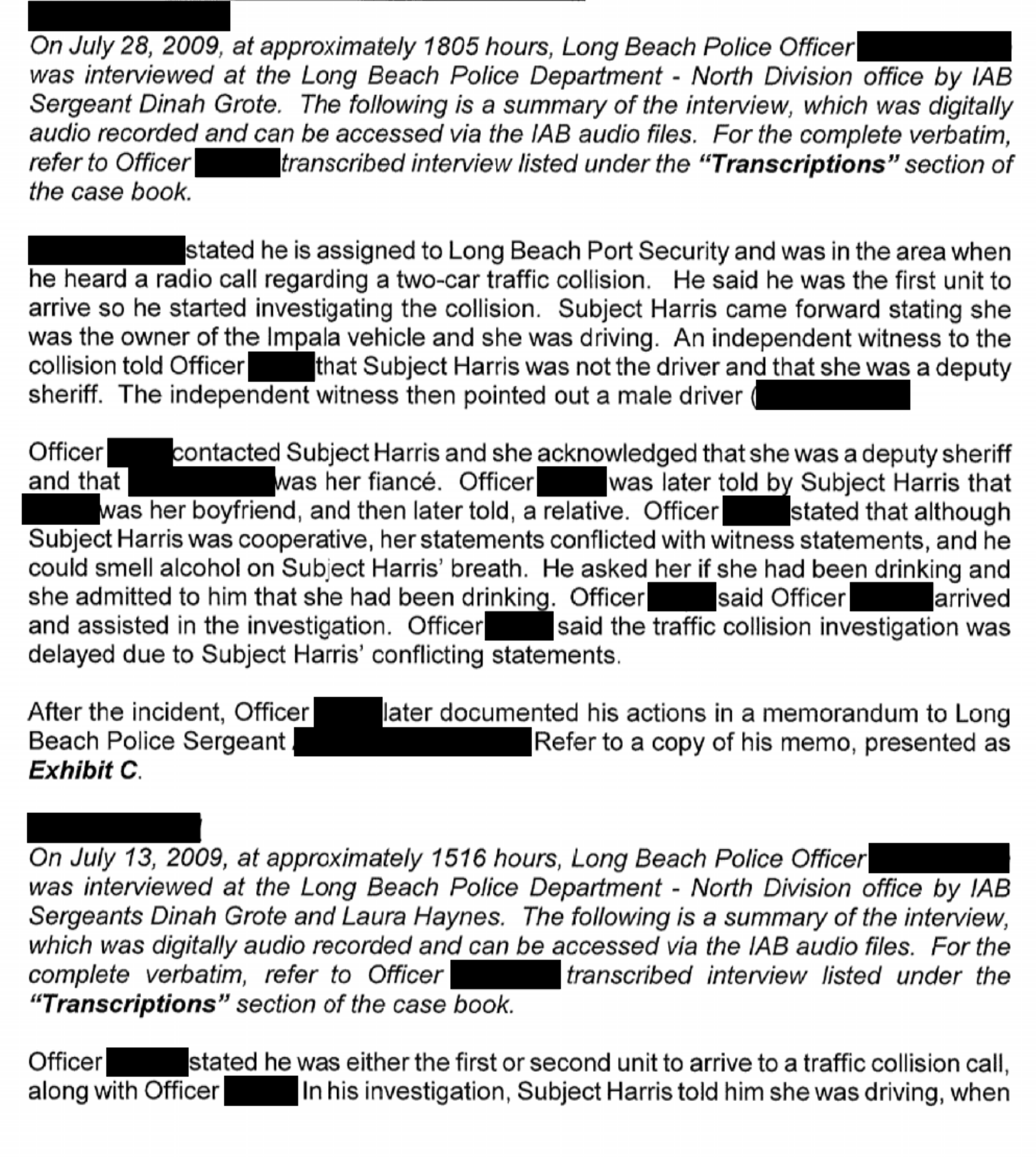
Sergeant [redacted] said that in her conversation with Subject Harris, Subject Harris knew that [redacted] had been arrested in the past, and that he had a criminal record, but she (Subject Harris) was unaware of the severity of the crimes he had committed. Subject Harris told Sergeant [redacted] that she could not help whom she loved, could not help her feelings, and that she (Subject Harris) was in love with [redacted]

[redacted]

On October 27, 2009, at approximately 1605 hours, Deputy [redacted] from Compton Sheriff's Station was interviewed by IAB Sergeant Dinah Grote at Compton Station. For the complete verbatim, refer to Deputy [redacted]' digitally audio recorded interview which can be accessed via Internal Affairs Bureau's audio files. Below is a summary of his statements.

Deputy [redacted] said that shortly after Subject Harris' off-duty incident at the traffic collision, and in passing, he overheard a conversation that Subject Harris had met [redacted] while in custody and that Subject Harris had been terminated by the Department. Deputy [redacted] could not recall who made the comments or where he heard them. He stated he had no personal knowledge or knows anyone who has personal knowledge that Subject Harris met [redacted] in custody. Deputy [redacted] shared this information with Long Beach Police Officer [redacted]

The following narratives are intended only as a synopsis of the interviews. Additional information and precise wording may be obtained by reviewing the digitally audio recorded interviews and verbatim transcriptions.



<u>NON DEPARTMENTAL WITNESS INTERVIEWS</u>

[redacted]

*On July 28, 2009, at approximately 1805 hours, Long Beach Police Officer [redacted] was interviewed at the Long Beach Police Department - North Division office by IAB Sergeant Dinah Grote. The following is a summary of the interview, which was digitally audio recorded and can be accessed via the IAB audio files. For the complete verbatim, refer to Officer [redacted] transcribed interview listed under the **"Transcriptions"** section of the case book.*

[redacted] stated he is assigned to Long Beach Port Security and was in the area when he heard a radio call regarding a two-car traffic collision. He said he was the first unit to arrive so he started investigating the collision. Subject Harris came forward stating she was the owner of the Impala vehicle and she was driving. An independent witness to the collision told Officer [redacted] that Subject Harris was not the driver and that she was a deputy sheriff. The independent witness then pointed out a male driver ([redacted]

Officer [redacted] contacted Subject Harris and she acknowledged that she was a deputy sheriff and that [redacted] was her fiancé. Officer [redacted] was later told by Subject Harris that [redacted] was her boyfriend, and then later told, a relative. Officer [redacted] stated that although Subject Harris was cooperative, her statements conflicted with witness statements, and he could smell alcohol on Subject Harris' breath. He asked her if she had been drinking and she admitted to him that she had been drinking. Officer [redacted] said Officer [redacted] arrived and assisted in the investigation. Officer [redacted] said the traffic collision investigation was delayed due to Subject Harris' conflicting statements.

After the incident, Officer [redacted] later documented his actions in a memorandum to Long Beach Police Sergeant [redacted] Refer to a copy of his memo, presented as ***Exhibit C***.

[redacted]

*On July 13, 2009, at approximately 1516 hours, Long Beach Police Officer [redacted] was interviewed at the Long Beach Police Department - North Division office by IAB Sergeants Dinah Grote and Laura Haynes. The following is a summary of the interview, which was digitally audio recorded and can be accessed via the IAB audio files. For the complete verbatim, refer to Officer [redacted] transcribed interview listed under the **"Transcriptions"** section of the case book.*

Officer [redacted] stated he was either the first or second unit to arrive to a traffic collision call, along with Officer [redacted] In his investigation, Subject Harris told him she was driving, when

other witnesses stated she was not driving. Subject Harris also told Officer [redacted] that [redacted] was either her boyfriend or cousin, and that she was an off-duty deputy, as she showed him her badge and identification.

After spending approximately 10 minutes with Subject Harris and unsuccessful in trying to get Subject Harris to tell the truth, Officer [redacted] had Officer [redacted] talk to her. After Officer [redacted] spoke to Subject Harris, Subject Harris changed her story, stating that a different male ([redacted] was driving. During his contact with Subject Harris, Officer [redacted] did not recall smelling the odor of an alcoholic beverage on Subject Harris' breath or person. Refer to a copy of his supplemental report, presented as ***Exhibit A, page 2***, and the Vehicle Report, presented as ***Exhibit B***.

[redacted]

*On July 15, 2009, at approximately 1540 hours, Long Beach Police Officer [redacted] was interviewed at the Long Beach Police Department - North Division office by IAB Sergeants Dinah Grote and Laura Haynes. The following is a summary of the interview, which was digitally audio recorded and can be accessed via the IAB audio files. For the complete verbatim, refer to Officer [redacted] transcribed interview listed under the **"Transcriptions"** section of the case book.*

Officer [redacted] arrived to assist in the traffic collision. After learning the independent witnesses and Subject Harris had conflicting statements, Officer [redacted] spoke to Subject Harris who originally told him that she lost control of her vehicle and crashed. After telling Subject Harris about witness statements that conflicted with hers, Subject Harris told him that she was trying to protect her "peeps." Officer [redacted] stated Subject Harris continued to state that she was the driver. Officer [redacted] said he contacted [redacted] who told him (Officer [redacted] that Subject Harris was probably covering for him because she was his girlfriend. Officer [redacted] also learned that [redacted] was an unlicensed driver, had a criminal record, and was on probation for robbery. He said the passenger ([redacted] in Subject Harris' vehicle during the traffic collision also had a criminal record.

After re-contacting Subject Harris, Officer [redacted] asked her if she was aware that [redacted] and [redacted] each had criminal records and she told him, "Yes." Subject Harris maintained that she was driving and not [redacted] Now feeling uncomfortable with Subject Harris and for officer safety, Officer [redacted] asked Subject Harris for her handgun where he secured it in the truck of his patrol car during the remainder of the investigation. Sometime after, Subject Harris admitted to him that she was not driving the vehicle. Officer [redacted] said he requested that his desk notify a supervisor from Compton Station regarding the incident and a supervisor later responded. Officer [redacted] stated he wrote a supplemental report to this incident; however, it did not get processed. He said he recalled this incident from memory because it "stuck" in his mind, and the traffic collision investigation was delayed because Subject Harris kept interfering

and lying. For further, refer to Officer [redacted] supplemental report, which include Officer [redacted] statements, ***Exhibit A*, page 2**.

[redacted]

*On July 15, 2009, at approximately 1632 hours, Long Beach Police Sergeant [redacted] was interviewed at the Long Beach Police Department - North Division office by IAB Sergeants Dinah Grote and Laura Haynes. The following is a summary of the interview, which was digitally audio recorded and can be accessed via the IAB audio files. For the complete verbatim, refer to Sergeant [redacted] transcribed interview listed under the **"Transcriptions"** section of the case book.*

Sergeant [redacted] stated he heard one of his officers on the radio requesting the telephone number for the Compton Station Watch Commander, so he responded to the traffic collision investigation. There, he was told by several officers (Officers [redacted] and [redacted] there was a non-injury two-car accident where an off-duty female deputy sheriff (Subject Harris) claimed to be the driver of one of the vehicles, while witnesses claimed a male, [redacted] was the driver.

Sergeant [redacted] officers told him that during their collision investigation, Subject Harris was giving conflicting statements such as, that she was driving, that [redacted] was driving, and then finally admitting that [redacted] an unlicensed driver, was driving. Subject Harris told his officers (Officers [redacted] and [redacted] at different times that [redacted] was her fiancé, boyfriend, cousin, and then a relative. Sergeant [redacted] was also told that [redacted] had a criminal record and was on probation for robbery.

Sergeant [redacted] said he spoke to Subject Harris for a few minutes, then decided to turn on his audio digital recorder for documentation purposes. He said Subject Harris admitted that she lied to the officers, and that her cousin, [redacted] and his friend, [redacted] were in her vehicle during the traffic collision. Subject Harris told Sergeant [redacted] she was on her way to a liquor store for her aunt when she (Subject Harris) heard the collision, but did not see who was driving her vehicle. For further, refer to the compact disk and transcriptions of the recorded conversation between Sergeant [redacted] and Subject Harris, presented as ***Exhibit D***.

Sergeant [redacted] stated Subject Harris' conflicting statements to the officers delayed their traffic collision investigation, which he estimated should not have taken more than 30 to 45 minutes to complete. He said the traffic collision call was entered into the system at 2137 hours and Officer [redacted] was already at the collision when Officer [redacted] arrived at 2147 hours. Sergeant [redacted] arrived at 2212 hours, a tow truck was requested for Subject Harris' vehicle at 2253 hours, and the last officer left at 2333 hours. Sergeant [redacted] provided a copy of the call history, presented as ***Exhibit E***.

[redacted]

On July 15, 2009, at approximately 1604 hours, Long Beach Police Officer [redacted] was interviewed at the Long Beach Police Department - North Division office by IAB Investigators Sergeants Dinah Grote and Laura Haynes. The following is a summary of the interview, which was digitally audio recorded and can be accessed via the IAB audio files.

Officer [redacted] stated he had the handle on the traffic collision investigation, but did not have any contact with Subject Harris. Officer [redacted] interviewed a female driver of the other vehicle. She told Officer [redacted] that when the traffic collision occurred, the male driver ([redacted] exited the Impala and was verbally abusive toward her. She was unsure if [redacted] was yelling obscenities or gang names at her, but felt he was confrontational with her. Refer to Long Beach Police Department's Traffic Collision Report, authored by Officer [redacted] presented as ***Exhibit A***.

[redacted]

On July 15, 2009, at approximately 1724 hours, Long Beach Police Officer [redacted] was interviewed at the Long Beach Police Department - North Division office by IAB Sergeants Dinah Grote and Laura Haynes. The following is a summary of the interview, which was digitally audio recorded and can be accessed via the IAB audio files.

Officer [redacted] stated prior to becoming peace officers, he and Deputy [redacted] had previously worked together for the City of Norwalk. Officer [redacted] responded to the traffic collision, but he did not interview anyone involved. He learned that Subject Harris was assigned to Compton Station where Deputy [redacted] also worked. Sometime after the incident, possibly at the Baker-to-Vegas event, Officer [redacted] said he saw Deputy [redacted], so he inquired about Subject Harris. He was told by Deputy [redacted] that Subject Harris had met [redacted] while in custody, and that Subject Harris had been terminated by the Department. Officer [redacted] had no further information to provide.

[redacted]

On December 23, 2009, at approximately 0900 hours, [redacted] was interviewed by IAB Sergeants Dinah Grote and Laura Haynes at the California Department of Corrections and Rehabilitation facility in the City of Lancaster. [redacted] is documented in [redacted]

[redacted]. Approximately one week later, he was in the Lakewood Mall and he met

Subject Harris for the first time when their paths crossed while in the mall. He and Subject Harris exchanged telephone numbers and they telephoned each other several times during a week's time. Approximately a week later, [redacted] told Subject Harris that he had a criminal record. [redacted] said Subject Harris told him that she could not hang around him because of her job and that he has not had any direct contact with her since. During the interview [redacted] denied meeting Subject Harris through his sisters ([redacted] or [redacted]) or that his sisters ever met or knew Subject Harris. He also denied that Subject Harris met his grandmother [redacted]). He said since the telephone calls, they might have run into each other in a public place, but they have never dated or been together, physically or otherwise.

When [redacted] was asked about his [redacted], arrest and booking information where he listed "[redacted]" as his girlfriend and emergency contact (***Exhibit R***), he became uncooperative and no longer wanted to talk. He was then asked how he became in possession of Subject Harris's vehicle on March 25, 2009, when he was involved in the traffic collision. He denied ever driving her vehicle, or being involved in the traffic collision, or making any comments to any Long Beach officer (Officer [redacted] regarding Subject Harris being his girlfriend. He stated the only woman "is the mother to [his] three kids, [redacted]" I asked why "Harris" was listed instead of "[redacted]." He refused to make any further statements during the interview.

> **IAB Note:** During the interview, when [redacted] was asked specific questions relating to what Subject Harris had told IAB investigators during her interview, he either contradicted what she said or kept saying, "Ask her, ask her."
>
> Sergeant Grote telephoned the above listed emergency contact number on three separate occasions and heard a voice message from a female identifying herself as [redacted], unit's [redacted]." Per the Employee Information System (EIS), Subject Harris's telephone number is [redacted], which is her cellular telephone number.
>
> Since being incarcerated at the Lancaster State Prison on November 12, 2009, [redacted] had not received any visitors previous to IAB's interview.

SUBJECT INTERVIEW
DEPUTY KATRINA HARRIS

On September 23, 2009, at approximately 1105 hours, Deputy Katrina Harris was interviewed at the Internal Affairs Bureau Commerce Office by Sergeants Dinah Grote and Laura Haynes. Deputy Harris was accompanied by her ALADS representative, Mitchell Kander. The following is a summary of the interview, which was digitally audio recorded. For the complete verbatim, refer to Deputy Harris' transcript which is listed under the ***"Transcriptions"*** *section of the case book.*

Subject Harris said she was standing outside at the corners of Andy and Downey Streets, in the City of Long Beach, along with [redacted] grandmother ([redacted]), when she witnessed a traffic collision that involved her vehicle (a Chevrolet Impala). She said she bought the vehicle and it is registered in her name, but she gave it [redacted] to use. She said [redacted] and his friend, [redacted] was inside her vehicle. Subject Harris said she has been dating [redacted] for approximately two weeks and had met only a few days prior to the collision.

After the collision, Subject Harris stated a hostile crowd was gathering, so she identified herself as the driver of the Impala because she thought that being a female, it would calm the crowd. She denied that she identified herself as a deputy sheriff to the crowd. Subject Harris said when the Long Beach Police Department officers arrived, she identified herself as a deputy sheriff and told them that she had been driving because the crowd was still hostile. She said approximately five to ten minutes later, she admitted to officers that she was not driving the vehicle and she does not remember telling the officers (Officers [redacted] and [redacted] that [redacted] was her boyfriend, but she believes "it came up." Also, she does not recall telling the officers that [redacted] was either her fiancé, cousin, or relative.

Subject Harris stated that if her vehicle was used in a crime it would be a conflict with her law enforcement status, but she does not feel that it would bring discredit upon the Department because the vehicle is not registered confidentially as a law enforcement officer. At first, she said she knew where her Impala vehicle was at all times. Then after being told her Impala was later involved in an incident of a "Mac Mafia Crips" gang member being arrested for weapons possession (***Exhibit I***), she stated she did not know where it was at all times.

> **IAB Note:** Based on the information provided in ***Exhibit I***, there was no discovered nexus of this incident involving [redacted] Refer to ***Exhibit H***, which is a copy of [redacted] DMV and Consolidated Criminal History Report (CCHRS).

Subject Harris denied meeting [redacted] while working in a custody facility or knowing that he was a gang member. She said the night of the traffic collision, the Long Beach Police officers told her that [redacted] was on probation, and at the time, she did not think to put that in her office correspondence (***Exhibit G***). She denied making any statements similar to "protecting her peeps" to Officer [redacted] or that she had been drinking alcohol prior to the incident.

Subject Harris admitted that in giving false statements to the Long Beach Police officers, it interfered and obstructed their investigation, but she did not know if it delayed their

investigation. She said that her contact with the Long Beach Police officers brought discredit to the Department, and she used poor judgement in the incident.

> **IAB Note:** After the traffic collision, Long Beach Police Sergeant [redacted] arrived and spoke to Subject Harris. A few minutes later, he digitally audio recorded their conversation. In that conversation with Subject Harris, she told him she heard the accident, but did not see who was driving. She believed [redacted] was driving because he had been driving it all day, and she identified [redacted] as her cousin. For further, refer to the compact disk and the transcriptions of that conversation between Sergeant [redacted] and Subject Harris, presented as ***Exhibit D***.

MISCELLANEOUS:

On July 16, 2009, Sergeant [redacted] provided me with Subject Harris' personnel dates. After graduating the deputy sheriffs academy, Subject Harris was assigned to [redacted].

During this same time frame, [redacted] was arrested on two separate occasions and assigned to [redacted]:

[redacted]

Refer to copies of [redacted] Inmate Information reports, ***Exhibit J***.

In a manual check of in-services from [redacted], listed below is Subject Harris' work schedule/assignment during [redacted] custody time frame:

[redacted]

Refer to the in-services and daily time cards for November 13 and 14, 2005, and January 18, 2009, presented as ***Exhibit K***.

Subject Harris was assigned to [redacted] from [redacted]. During this time frame, [redacted] was arrested under booking number [redacted] and assigned to [redacted] Refer to the copy of [redacted] Inmate Information report, ***Exhibit L***.

From May 28, 2008 to October 21, 2008, [redacted] was assigned to [redacted] In the June 2008 monthly work cycle, Subject Harris was assigned to the [redacted] Deputy position on the Early Morning shift. The [redacted] Deputy oversees inmate [redacted], and [redacted]. [redacted] was housed in [redacted]. Subject Harris worked this position on June 2, 3, 4, 5, 10, 11, 12, 17, 18, 19, 25, 26, and July 2, 3, and 4, 2008. Also, she worked the [redacted] Title 15 and [redacted] positions on the PM shift. These positions make lunch relief for personnel working [redacted] as well as other work locations when needed. Refer to the June 2008 work schedule and daily in-services, ***Exhibit M***.

In the July 2008 monthly work cycle, Subject Harris was assigned to the [redacted] Deputy position on the Early Morning shift. Subject Harris worked this position on July 9, 10, 15, 16, 22, 23, 24, 29, 30, and 31, 2008. On the PM shift, she worked the [redacted] Title 15, [redacted], and [redacted]. Refer to the July 2008 work schedule and daily in-services, ***Exhibit N***.

In the August 2008 monthly work cycle, Subject Harris was assigned to the [redacted] Deputy position on the Early Morning shift. On the Day shift on August 6 and 20, she worked the [redacted] Title 15 position. On the Early Morning shift on August 19 and 29, she worked [redacted] deputy position. Refer to the August 2008 work schedule and daily in-services, ***Exhibit O***.

In the September 2008 monthly work cycle, Subject Harris was assigned to the [redacted] Deputy position on the Early Morning shift. On September 10, she worked the [redacted] Deputy position. Refer to the September 2008 work schedule and the daily in-service for September 10, presented as ***Exhibit P***.

In the monthly work cycles of October, November, and December 2008, Subject Harris was assigned to the Desk Deputy position on the Early Morning shift and did not work in either the [redacted] or [redacted], where [redacted] was housed.

An electronic version of in-services and work schedules were provided by NCCF's Lieutenant Rickey Jennings and Deputy David Judge. Lieutenant Jennings advised me that the daily in-services are updated electronically of any changes or variances by supervisors during the respective shift(s), and are maintained by Operations. Deputy Judge provided a copy of the schematic for [redacted] and [redacted] The schematic shows a layout of the dorms assigned to the respective Module Officer positions. Refer to ***Exhibit Q***.



Leroy D. Baca, Sheriff

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169



February 10, 2010

Deputy Katrina Harris, [redacted]

Dear Deputy Harris:

You are hereby notified that it is the intention of the Sheriff's Department to discharge you from your position of Deputy Sheriff, Item No. 2708A, with this Department, effective the close of business March 4, 2010.

An investigation under File Number IAB 2240733, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

1. That in violation of Manual of Policy and Procedures Sections 3-01/030.05, General Behavior and/or 3-01/050.90, Prohibited Association, on or about March 25, 2009, you knowingly maintained a close personal association with Mr. [redacted] who was on probation for robbery, and who is a known gang member and has a reputation in the community for criminal activity and where such association would be detrimental to the image of the Sheriff's Department. Moreover, you associated with [redacted] without expressed written permission from your unit commander to do so. By your actions, you have brought discredit upon yourself and the Sheriff's Department.

2. That in violation of Manual of Policy and Procedures Sections 3-01/030.05, General Behavior; and/or 3-01/000.10, Professional Conduct; and/or 3-01/040.70, False Statements; and/or 3-01/040.76, Obstructing an Investigation/Influencing a Witness, on or about March 25, 2009, a traffic collision occurred in the City of Long Beach that involved a vehicle (white Chevrolet Impala)

registered in your name that was being driven by [redacted], who was on probation for robbery and who was an unlicensed driver. When Long Beach Police Department officers arrived on scene, you unnecessarily interfered with and/or delayed and/or obstructed their investigation of the traffic accident, and/or made false statements, as evidenced by, but not limited to:

a) telling Officer [redacted] that you had been the driver of the Chevrolet Impala involved in the traffic collision when, in fact, you were not even in the car at the time of the collision, and/or;

b) telling Officer [redacted] that you had been the driver of the Chevrolet Impala involved in the traffic collision, and/or;

c) telling Officer [redacted] that you lost control of the vehicle and it crashed, and/or;

d) telling Officer [redacted] that you were not the driver of the vehicle, but that [redacted] had been driving, and/or;

e) telling officers that [redacted] was your fiancé and/or later saying [redacted] was your boyfriend, and/or your cousin.

By your failure to cooperate during Long Beach Police Department's investigation of this incident, you have brought discredit upon yourself and the Sheriff's Department. Moreover, your actions are in direct conflict with this Department's Core Values, Mission and Creed and as a deputy sheriff, they simply cannot be tolerated.

3. That in violation of Manual of Policy and Procedures Section 3-01/040.75, Failure to Make Statements and/or Making False Statements During an Internal Investigation, on or about September 23, 2009, during your subject interview for this investigation, you made false and/or misleading statements to investigators, including but not limited to:

a) that you had not been drinking on the night of March 25, 2009, and/or;

b) that you only told Long Beach Police officers that you were the driver of the vehicle in order to calm the crowd, and/or;

c) that you never told Officer [redacted] that you were "just trying to protect your peeps."

You may respond to the intended action orally or in writing. In the event that you choose to respond orally to these charges, you have already been scheduled to meet with Chief Cecil Rhambo on March 2, 2010, at 1400 hours, in his office, which is located at Sheriff's Headquarters Building, 4700 Ramona Boulevard, Monterey Park, on the 4th Floor. If you are unable to appear at the scheduled time and wish to schedule some other time prior to March 2, 2010, for your oral response, please call Chief Rhambo's secretary at [redacted], for an appointment.

If you choose to respond in writing, please call Chief Rhambo's secretary to cancel your scheduled appointment, and send your response to the facts contained in this letter to Chief Rhambo's office by no later than March 2, 2010.

Unless you are currently on some other type of authorized leave, pursuant to Rule 16.01 of the Los Angeles County Civil Service Commission Rules, effective immediately, you are on paid administrative leave which will continue during the fifteen (15) business days you have to respond to the intended discharge or until the conclusion of your pre-disciplinary hearing. If you are presently on an authorized leave, that leave will continue during the fifteen (15) business days you have to respond to the intended discharge, or until the conclusion of your pre-disciplinary hearing.

Failure to respond to this Letter of Intent within fifteen (15) business days will be considered a waiver of your right to respond and will result in the imposition of the discipline indicated herein.

If you did not receive the investigative material on which your discipline is based at the time you were served with this correspondence, you may contact the Internal Affairs Bureau at (323) 890-5300, to obtain a copy of the case file.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

LEROY D. BACA, SHERIFF

Karyn Mannis

Karyn Mannis, Captain
Internal Affairs Bureau

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures.

KM:lh

c: Advocacy Unit
Employee Relations Unit
Chief Cecil Rhambo, FORII
Internal Affairs Bureau
Office of Independent Review (OIR)
(File #2240733)

COPY

In the matter of)
Katrina Harris, Employee No. [redacted])
and)
the Los Angeles County Sheriff's Department)

SETTLEMENT AGREEMENT

PRELIMINARY STATEMENT

This agreement is entered into between the Los Angeles County Sheriff's Department (hereinafter referred to as "Department") and Deputy Katrina Harris (hereinafter referred to as "Deputy Harris"), Employee No. [redacted]

RECITALS

The Department and Deputy Harris are interested parties in the investigation under Internal Affairs Bureau No. 2240733. Both desire to resolve all disputes arising as the result of that investigation, to avoid litigation, and further administrative process upon the terms and conditions hereinafter set forth.

NOW AND THEREFORE, the Department and Deputy Harris for and in consideration of the mutual covenants herein, agree as follows:

1. The Department, upon execution of this Agreement, shall rescind the discharge action under IAB #224073 against Deputy Harris as provided for in the Department's Letter of Intent dated February 10, 2010. In exchange for the above, Deputy Harris agrees and understands that she will submit her resignation from the position of Deputy Sheriff to the Department effective at the close of business on March 22, 2010, which she voluntarily submits by way of this Settlement Agreement.

2. The Department shall seal in an envelope, inside Deputy Harris' personnel file, a copy of this Settlement Agreement, and all other references to the discharge action contained in the personnel file. The envelope shall state, "To be opened only by order of the Court, order of the Sheriff, or upon Deputy Harris' written authorization."

3. Upon execution of this agreement, Deputy Harris understands, agrees and represents that she will not seek employment or be employed at any time by the County of Los Angeles Sheriff's Department after submission of her resignation.

4. Deputy Harris, upon execution of this agreement, shall waive any and all future and present administrative and/or judicial remedies involving the terms and conditions of this Agreement and/or IAB Case No. 2240733. This waiver shall include, but not be limited to, appeals to the Los Angeles County Civil Service Commission and/or the Los Angeles County Employee Relations Commission and/or any Court of Law.

5. Moreover, Deputy Harris agrees to waive all rights in IAB Case Number 2240733, pursuant to Skelly v. State Personnel Board (1975) 15 Cal.3d 194 Cal.Rptr. 14.

6. The parties further agree that this settlement shall not be considered, cited or used in future disputes as establishing past precedent or past employment practice. This Agreement resolves the dispute between Deputy Harris and the Department, and is not to be applied to any other facts or disputes.

7. In consideration of the terms and conditions set forth herein, Deputy Harris agrees to fully release, acquit and forever discharge the County, and all present and former officers, employees and agents of the County and their heirs, successors, assigns and legal representatives from any and all liability whatsoever for any and all claims arising out of or connected with the employment relationship between the County and Deputy Harris concerning the subject matter referred herein. Additionally, Deputy Harris specifically acknowledges that she has not been the subject of discrimination in any form, including, but not limited to, discrimination based upon age, race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, parental status, or sex, and that she has no claim against the Department for any such discrimination, whether any such claim is presently known or not known by her.

8. Deputy Harris further agrees to relinquish and expressly waives all rights conferred upon her by the provisions of California Civil Code Section 1542, which reads as follows:

> "A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release, which if known by him must have materially affected his settlement with the debtor."

9. Each party hereto represents and agrees that she or it has carefully read and fully understands all of the provisions of the Agreement, and that she or it is voluntarily, without any duress or undue influence on the part of or on behalf of any party, entering into this Agreement.

10. This agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. A photocopy or facsimile transmission of the Agreement, including signatures, shall be deemed to constitute evidence of the Agreement having been executed.

12. The date of the last signature placed hereon shall hereinafter be known as the "date of execution" and the "effective date" of this Agreement.

13. The parties agree that the foregoing comprises the entire agreement between the parties and that there have been no other promises made by any party. Any modification of this agreement must be in writing.

I have read the foregoing Settlement Agreement and I accept and agree to the provisions contained therein and hereby execute it voluntarily and with full understanding of its consequences.

Katrina Harris, [redacted] — Date: 3/22/10

As to Form Only:

Mitchell S. Kander, Esq.
Green & Shinee — Date: 3/22/10

For the Department:

Cecil W. Rhambo, Chief
Field Operations Region II — Date: 3/22/10